

JULY 23
2014

UNION UPDATE

LOCAL 1000
SEIU
Stronger Together



MEMBERS GIVING BACK

HELPING PEOPLE SEEKING STATE JOBS, PROMOTIONS

Under 35 “Millenials” serving the community with career advice

A group of Local 1000 members is hosting workshops to help people navigate the state's hiring process as well as assist their fellow members in earning promotions.

About 60 people attended the first of a series of workshops on July 12 in Sacramento. Most attendees were seeking a state job. Later in the day, Local 1000 members learned useful skills to enhance their goals of upward mobility in their careers.

“We are reviving the whole idea of the union hall as a place where you can go to find help getting a job,” Local 1000 President Yvonne R. Walker told the attendees. “These young leaders are living the Local 1000 Purpose Statement by helping people in their community improve their lives and careers.”

Young DLC organized the career workshops. Young DLC's core group is about 25 members under the age of 35 working together to build a strong member network in their workplace to communicate union values of social and economic justice.

The workshops are the idea of Robert Bayze, a Young DLC member who began work last year as a staff services analyst for the Department of Health Care Services (DHCS) in Sacramento. He recruited Leejuan Camarena, an associate governmental program analyst at DHCS and experienced presenter, to co-coordinate the workshops.

“When I first applied to the state, I had a friend help me but I still found it incredibly convoluted, compared to private sector jobs, where you can fill out a form and upload a resume within minutes,” Bayze said.



“It would have been much more difficult to get a state job without the tips from this class.”

~ Frank Perry

Research boosts applicants

Bayze spent several weeks doing research, calling hiring managers and personnel experts in departments all over the state. As a result, he developed a system that landed him his first job offer in less than two months. He asked four friends to try his system; three landed jobs and the fourth is still interviewing.

Frank Perry used Bayze's method to obtain a state position. He is scheduled to start work this fall.

“It would have been much more difficult to get a state job without the tips from this class,” said Perry. “The state hiring process is so different from the private sector, it's great to have Local 1000 put this on.”

Josh Dickerson, who was convinced to attend the event by a state employee friend, was eager to reapply to the state after an earlier unsuccessful attempt.

“I will completely redo my approach, create a new resume and apply what I have just learned,” Dickerson said. “I appreciate what SEIU is doing to help people improve their lives and get better jobs.”

To receive notification about workshops, email tbruno@seiu1000.org and put “career development workshop” in the subject line.

“These young leaders are living the Local 1000 Purpose Statement by helping people in their community improve their lives and careers.”

~ Local 1000 President Yvonne R. Walker



Resource Center

Monday-Friday
7 a.m. to 7 p.m.
866.471.SEIU (7348)

Website

seiu1000.org

Connect with Local 1000

Facebook
facebook.com/seiu1000

YouTube
youtube.com/seiu1000

Twitter
twitter.com/seiu1000



LOCAL 1000 CONTRACT NOW AVAILABLE AS EBOOK

Downloadable digital format puts your rights at your fingertips

Local 1000's contract is even more accessible to members than ever: Instead of carrying around the 512-page book, our complete contract is available as a digital eBook that can easily be downloaded and viewed on mobile devices such as phones, tablets and computers.

"We want our members to have information about their hard-earned rights in an accessible, easy-to-use format," said Margarita Maldonado, Local 1000 vice president

"The eBook contract will give our stewards and members more power, and better tools for representation in the workplace,"

~Tamekia N. Robinson,

Local 1000 Vice President for Organizing/Representation



for bargaining. "This will encourage people to become more familiar with the contract—and to use the most relevant sections."

The digital eBook version of the contract is easily searchable and pages that a member finds relevant can be bookmarked for quick reference. Members can also select and highlight contract articles and print or email them.

"The eBook contract will give our stewards and members more power, and better tools for representation in the workplace," said Tamekia N. Robinson, Local 1000 vice president for organizing and representation.

Local 1000's contract, which was signed and ratified in June of 2013 by a vote of members, met all four priorities that members identified prior to bargaining: protect our retirement security, preserve our 80/20 health benefit premiums, eliminate furloughs and provide an across-the-board wage increase.

Know Your Rights

WHAT TO DO WHEN YOUR SUPERVISOR CALLS YOU INTO A MEETING

When your supervisor calls you into a meeting—with or without prior notice—taking the right steps can lead to more positive outcomes.

If you are called into a meeting:

- » Ask what the meeting is about, and if there is anything you can do to prepare.
- » Always ask for representation. "If this discussion/meeting could in any way lead to my being disciplined, terminated, or cause an effect on my personal working conditions, I respectfully request that my union representative be present at this time." If you do not have representation at the meeting, contact your steward or Local 1000 staff person immediately after the meeting.
- » Do not refuse to attend the meeting, and do not leave the meeting until it is over.
- » Take notes.
- » Answer questions honestly, and if appropriate to the question, with a "yes", "no", "I do not know", "I do not recall" or "I'll have to check on that and get back to you." If you feel uncomfortable about some of the

questions, you can ask that you be allowed to write them down and answer after you have had a chance to confer with the Union.

- » If the meeting is recorded, ask for copies of the tape to be provided within 24 hours.
- » You have the right to request to record the meeting with your own recording device. Should management refuse to allow you representation, you should request to record management's denial of your right to representation. You may not record the meeting secretly, and if management refuses to allow you to record and directs the meeting to proceed, you must continue the meeting.
- » If the meeting is investigatory in nature, ask for a date when they expect to complete the investigation.
- » Ask for time off pursuant to Article 2.7 for all future meetings with Local 1000 stewards and/or staff.

How to take action

Contact your Local 1000 steward or the Member Resource Center **866-471-SEIU (7348)** if you feel your rights have been violated. Your steward will work with you and management to determine the best course of action, up to and including filing a grievance.